



HANDOUT VAL-1

DEFINITIONS

A value is a belief, moral, principle, or concept that a person feels is very important.

A value system is a group of beliefs, morals, principles or concepts that together establish what an individual believes is right and that aid that individual in making decisions.

HANDOUT VAL-2A

WHOM TO HIRE?

SITUATION

You are a recovering alcoholic and you own a small printing shop. You need to hire a new secretary and after conducting interviews and testing the applicants, you've narrowed it down to two candidates.

Candidate 1 applied for the job when she saw your ad in the paper. She is 22 years old, and is single (never married). She has no dependents, and lives with her parents in a middle-class part of town. During her interview with you, she made it clear that she works for "personal fulfillment" — rather than because she actually needs the money. On the tests you gave, her office skills came out as a good solid "B-" — not great, but well-above average. She was very polite and charming to both you and your office manager, but your receptionist reported that Candidate 1 had been very cold and impersonal with her.

Candidate 2 was referred to you by a mutual friend, and you know from him that she used to have a drug habit, but has been clean for years. This candidate is also 22 years old, is single (never married), but has a young child to support. She lives in an apartment in "an affordable" part of town. On the tests you gave, her office skills were outstanding. She was pleasant and direct with you and everyone else she encountered in your office. Your receptionist reported that Candidate 2 was very open and friendly to her.



WORKSHEET VAL-2B

GROUP ONE EMPLOYER

YOUR VALUE SYSTEM

You believe that it's a tough world, and that everyone is out to take advantage of others, and the system, as much as they can. You feel that sex outside of marriage is immoral. You also feel that most people cannot change — that you are unusual in having been able to turn your life around. In business, you feel that every decision should be made only based on its probable impact on the bottom line, tomorrow — and you believe in taking no risks.

INSTRUCTIONS

Decide which candidate you would choose, based on the value system you've been assigned. Be prepared to brief others on why you made your decision, and the impact your value system had on it.



WORKSHEET VAL-2c

GROUP TWO EMPLOYER

YOUR VALUE SYSTEM

You believe that the help you got from others helped you turn your life around. You think it is important to try to give the same sort of help to others, and that people deserve a second chance. You think if you treat people fairly, they will be loyal to you, and that will eventually have an impact on the bottom line. You're prepared to take reasonable risks, if you think you're likely to see some long-term benefits as a result.

INSTRUCTIONS

Decide which candidate you would choose, based on the value system you've been assigned. Be prepared to brief others on why you made your decision, and the impact your value system had on it.



WORKSHEET VAL-2d

GROUP THREE EMPLOYER

INSTRUCTIONS

Decide which candidate you would choose. Be prepared to brief others on why you made your decision.

WORKSHEET VAL-3

KEY SOCIETAL VALUES, AND MY VALUES

Key Societal Values	My Values

HANDOUT VAL-4

POTENTIAL INDIVIDUAL VALUES

Value

- ▶ Show my commitment to my country, or my political beliefs
- ▶ Show my commitment to my spiritual beliefs or my religion
- ▶ Show my commitment to rehabilitation as a law-abiding citizen
- ▶ Make a contribution to my community
- ▶ Help those who need help
- ▶ Be tolerant of others
- ▶ Respect nature, and conserve it
- ▶ Spend quality time together with all my family
- ▶ Spend quality time alone with my spouse
- ▶ Work hard and do well at my job
- ▶ Show my commitment to my employer
- ▶ Keep busy all the time
- ▶ Analyze or meditate on my behavior and needs
- ▶ Always keep learning
- ▶ Spend quality time with friends
- ▶ Laugh and have a good time
- ▶ Have others perceive me as a success
- ▶ Think of myself as a success
- ▶ People can change if they want to enough
- ▶ Making mistakes doesn't mean someone is a failure
- ▶ People can learn from their mistakes